

EQUALITY AND DIVERSITY

Equality is about treating everyone fairly with equal dignity, regardless of their particular characteristics of age, disability, gender, ethnicity, religion/belief, sexual orientation, gender identity, marital status or pregnancy & maternity. As a publically-funded organisation, the college aims to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Stanmore College's Vision

Our vision is to ensure that all students will develop the skills and knowledge they need to achieve qualifications and progress into higher-level courses or employment.

All students and staff will enjoy their time and be proud of being members of the college.

Key aspects of our vision include:

Our core values

Stanmore College calls on its staff and students to actively promote these ten values which reflect the aspirations of the College, the community and the country:

- *Welcoming* *putting stakeholders and students first*
- *Inclusive* *an accessible working environment valuing everyone*
- *Supportive* *to all students, staff and the community*
- *Recognition* *from stakeholders, students, staff and the community*
- *Growth* *investing in our facilities and achieving growth*
- *Collaboration* *working in partnership*
- *Openness* *to listen to students and staff*
- *Aspirational* *for staff and students to achieve our goals*
- *Commitment* *to hard work*
- *Value for money* *ensure resources are used cost-effectively and efficiently.*

Stanmore College has a **Single Equality Scheme**, updated annually, that aims to:

- ensure equality of access to all potential students.
- ensure that all students enjoy equal access in terms of curriculum, assessment, support services and resources.
- ensure that discrimination, harassment and victimisation are not tolerated under any circumstances.
- work towards a staff team that reflects and complements our communities and clients.
- ensure that all members of staff understand the significance of equality of opportunity and know how to implement it in their work.
- ensure that effective systems for the monitoring and evaluation of equal opportunities are in place.
- comply with all current equalities legislation including the Equality Act 2010

Our ***Equality and Diversity Annual Report***, finalised in January each year based on an evaluation of the outcomes of the previous academic year, is a critical appraisal of the current progress of the college towards the aspirations of the college's core values and equality aims.

Progress on Equality Objectives

The Stanmore College Equality Objectives in 2016/17 are based on an analysis of the student cohort completing in 2014/15, and are set over four years to close potential equality gaps. The progress to date on each objective is below:

- Increase the achievement rates of male learners by 4% over 4 years. ***Progress: 16-18 male achievement rates have increased by 6% points, and 19+ male achievement rates by 18% points over the last two years.***
- Increase the success rates for those who consider themselves to have a learning difficulty or disability by 2% over 4 years ***Progress: 16-18 achievement rates for those who have declared a learning difficulty or disability have increased by 3% points, and 19+ achievement rates for those who have declared a learning difficulty or disability have increased by 2% points over the last two years.***
- Increase the success rates for 16-18 White British learners by 1% over 4 years ***Progress: 16-18 White British learners success rates have risen by 1% percentage point over two years.***
- Increase the success rates for learners of mixed ethnic heritage and those of heritage other than the specific groups recorded by 3% over 4 years ***Progress: For 16-18, the success rates of learners of mixed ethnic heritage has increased by 7% points and the success rates of learners of 'other' ethnic heritage groups has increased by 22 % points over 2 years. For adults, the success rates of learners of mixed ethnic heritage has increased by 21% points and the success rates of learners of 'other' ethnic heritage groups has increased by 8% points over 2 years.***
- Monitor participation and success of a wider range of learners by increasing the number of groups in the annual equality and diversity report by 2 per year over the next 4 years ***Progress: success data on learners in receipt of free school meals/ bursaries is now routinely analysed in the annual report.***
- Increase employee declaration rates in all categories to at least 95% ***Progress: there are no unknowns in the staff profile data for 2015 /16 or 2016/17.***
- Increase the number of cross college learner events to promote understanding of the needs, cultures and faiths of different groups of learners ***Progress: there have been additional cross college events that specifically promote tolerance of needs, cultures and faiths of different groups of learners***